



2023-2024 PROGRAM OVERVIEW

OCTOBER 1, 2023 – SEPTEMBER 30, 2024

BUILD A BETTER YOU

The Johnson Controls Well-Being Program helps you live better and achieve your health goals with a fun and engaging experience that delivers powerful resources right to your fingertips.

Who can participate?

U.S. employees eligible for JCI-sponsored medical plans can participate and enjoy the Well-Being Program.

Who can earn medical insurance Premium Credits and save money?

U.S. employees enrolled in a JCI-sponsored medical plan, with the exception of Kaiser Hawaii and HMSA plans and former ADTI union-represented sites, can earn up to a \$720 Premium Credit for 2025 costs.

- If hired **on or after January 1, 2024**, you must complete Level 3 to earn the full \$720 credit for 2025.
- If hired **on or after April 1, 2024**, you must complete Level 2 to earn the full \$720 credit for 2025.
- If hired **on or after July 1, 2024**, you must complete Level 1 to earn the full \$720 credit for 2025.
- If hired **on or after August 1, 2024**, you will earn the full \$720 credit for 2025.

HOW TO GET CONNECTED

- Sign up for your Virgin Pulse account at join.virginpulse.com/JohnsonControls.
- Access your account and track your activity on the go by downloading the Virgin Pulse mobile app from the App Store or Google Play (see QR code on back). Search and select Sponsor: **Johnson Controls**.
- Connect a fitness tracker to get credit for your steps, active minutes and sleep.
- Upload a profile picture & add some friends.
- Already enrolled? member.virginpulse.com

GETTING STARTED

Welcome to the new program year! You'll receive helpful support and motivation to care for your total well-being each day. We're here to help you enjoy your best year yet!

Health Check

Start here and earn 5,000 points. The Health Check online health assessment asks questions about your current health status and well-being habits. Once completed, your responses will be analyzed to generate a health score, show your health risks and provide practical tips to help you improve. Complete the survey by visiting **Health Check** under the **Health** tab.

Pillars and Topics

Looking to reduce stress, increase your energy throughout the day or find the motivation to continue progress toward your well-being goals? The Pillars and Topics section can point you in the right direction, providing quick access to many helpful tools and resources.

Virgin Pulse Nutrition Guide

Maintaining healthy eating habits is easier when you have a little help. Access the Nutrition Guide and choose your eating profile. Tell us what you'd like to work on, like cutting out sweets or portion control, and we'll serve up plenty of healthy and delicious tips and recipes. Find the Nutrition Guide by selecting **View All** under the **Benefits** tab.

Virgin Pulse Sleep Guide

Sleep affects nearly every aspect of your health, from your everyday performance and immune system to your ability to focus on other areas of your well-being. When you complete the Sleep Guide, you'll end up with a customized plan for improving the length and quality of your slumber, setting you up for success—day and night. Find the Sleep Guide by selecting **View All** under the **Benefits** tab.



EARNING INCENTIVES*

Good health is its own reward. But that doesn't mean we're going to leave you empty-handed. Reach each level to earn points and dollars you can apply toward a medical insurance Premium Credit in 2025—up to \$720.

	Level 1	Level 2	Level 3	Level 4	Total Premium Credit earned
Points	5,000	15,000	30,000	60,000	
Premium Credit	\$120	\$240	\$240	\$120	\$720

Here's a sampling of ways to earn points:

	Ways to Earn	Points
Daily	Track your daily calories	20
	Complete your 2 Daily Cards	40
	Track 3 of your Healthy Habits	30
Monthly	Complete the promoted Healthy Habit Challenge	200
	Complete 20 Daily Cards in a month	200
	Complete one coaching call*	500
Quarterly	Complete a Journey (up to 3x each quarter)	150
	Complete a Health Check	5,000
Yearly	Complete four coaching calls (1x/program)	5,000
	Complete a Biometric Screening**	5,000

*U.S. employees enrolled in a JCI-sponsored medical plan, with the exception of Kaiser Hawaii and HMSA plans and former ADTI union-represented sites.
**Available only for eligible Johnson Controls medically enrolled employees. Must be submitted by Aug. 31

GET THE APP



Search and select Sponsor:
Johnson Controls

ADDITIONAL ACTIVITIES

Prioritize and personalize your experience by engaging in resources to help improve your well-being:

Daily Cards: Get helpful tips that are relevant to your current interests and goals.

Journeys®: Make simple changes to improve your health, one step at a time.

Coaching: Talk to a qualified coach to get one-on-one support and expert guidance.

Challenges: Team up or go head-to-head to challenge your coworkers and track healthy habits.

Social Groups: Discuss your favorite hobbies and find a like-minded community to support your healthy changes.

Healthy Habits: Select healthy habits to work toward, and track your progress every day.

Mystery Double Points: Don't forget double point campaigns and days - it's a mystery so be sure to log in daily.

FREQUENTLY ASKED QUESTIONS

Is my health information confidential?

The Johnson Controls Well-Being Program is confidential and in compliance with the Health Insurance Portability and Accountability Act (HIPAA). Any information shared with Virgin Pulse will not be disclosed, except in accordance with HIPAA laws. Your Protected Health Information (PHI) will not be shared with your employer.

Have questions? We're here to help.

- Check out support.virginpulse.com
Live chat: Monday-Friday, 2 am-9 pm ET
- Give us a call: 855-652-4024
Monday-Friday, 8 am-9 pm ET
- Send us an email: support@virginpulse.com

Not sure if you can fully participate in this program because of a disability or medical condition?

Visit support.virginpulse.com and check out the Medical Exceptions section under **Account & Profile**.

